

As **leaders**, we are constantly looking for **innovations** that will drive our organizations. However, these innovations are more and more tied to **automation** of tasks, jobs, and industries. The latest **Leadership Pulse** asks leaders about factors that affect **leaders'** and their **employees'** willingness to share ideas around automation and innovation.

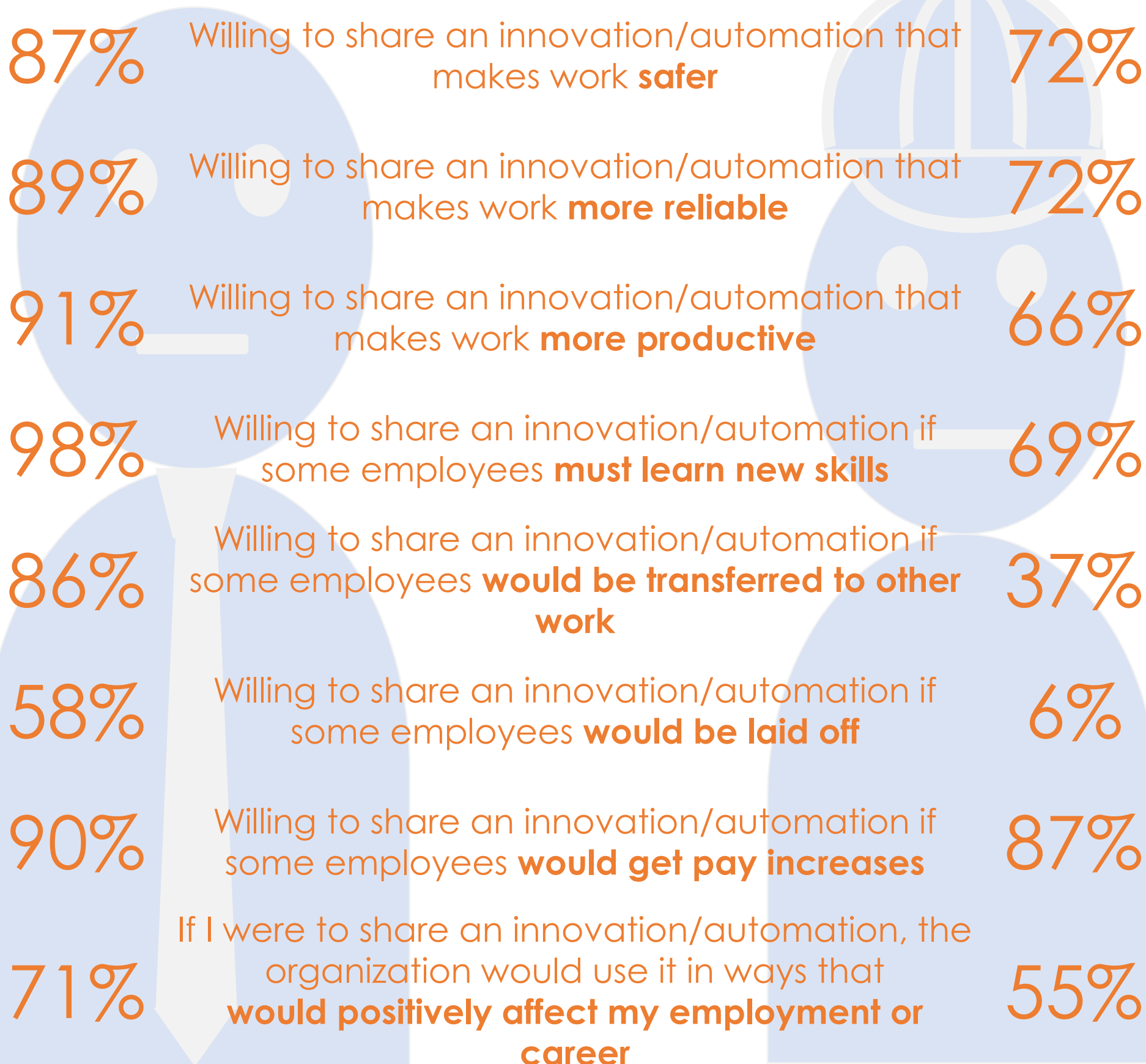
First we asked **leaders** whether **they** would share knowledge about potential work automation, depending on how automation would affect the work and employees, and then we asked leaders whether **their employees** would share their knowledge about potential work automation.

We **also** asked how several organization and recognition factors might **affect** employees' willingness to share their ideas for work automation.

Finally, we asked leaders for their suggestions and examples to **encourage employees** to share their ideas for work automation.

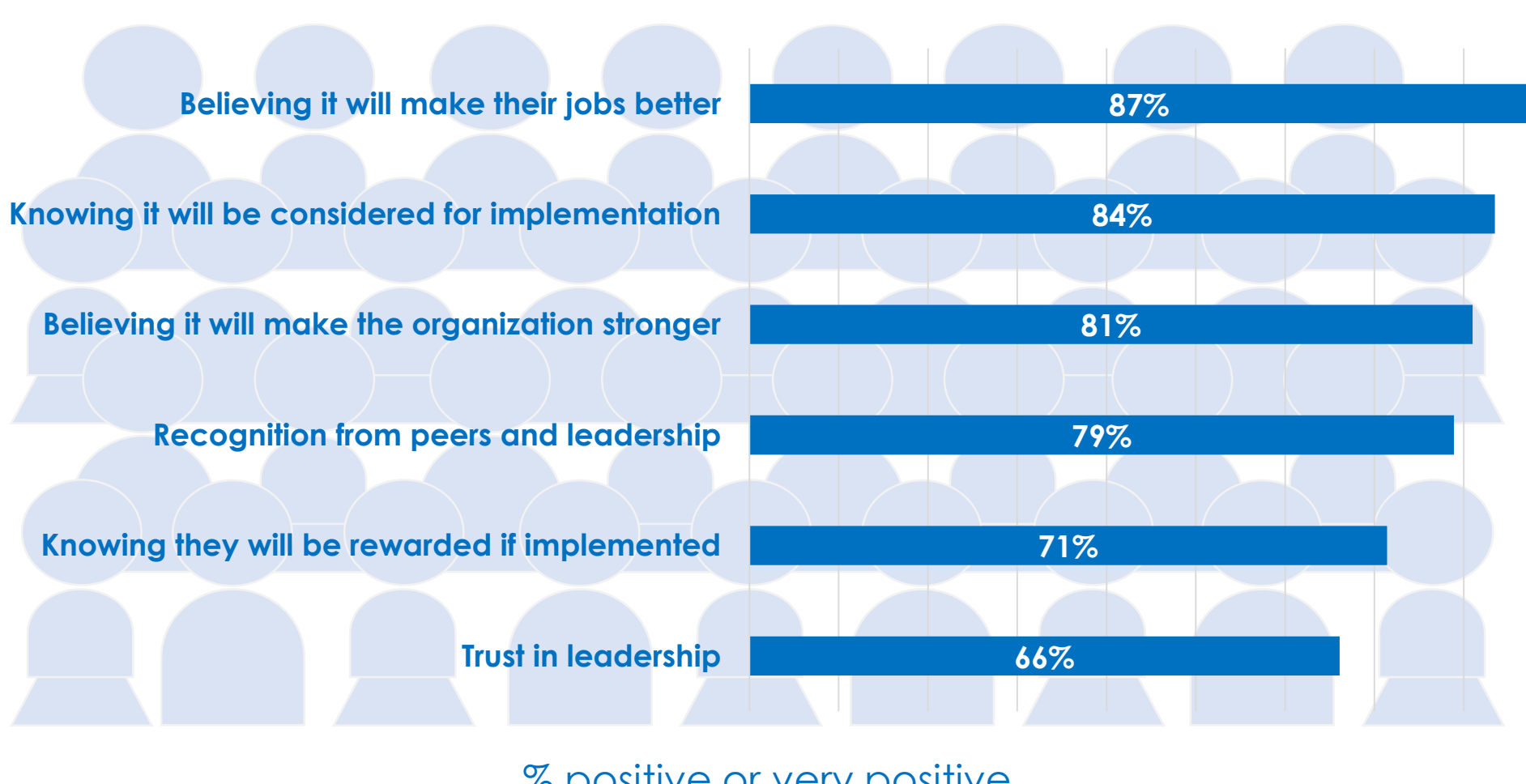
You

Your Employees



% agree or strongly agree

We also asked about whether different factors within the organization would affect employees willingness to submit ideas for innovation and automation



% positive or very positive

Lastly, we asked for ideas or examples on how to bridge the gap, and encourage employees to submit ideas for automation.

“create a culture where the funds are allocated and encouraged, Mistakes are not punished but provide a safe environment for employees to experiment”

“Make the process simple; encourage engagement at the lowest level”

“Ensure employees believe they are listened to and their ideas are considered seriously. Promote open communication with the rule that there are no bad ideas.”

“We recently created an innovation council that is responsible for vetting and approving innovation, once it reaches the stage gate level of interest/application. This group vets/provides final approval and funding for these projects.”

“It was much easier to gather additional ideas, once a pilot was performed and recorded, with credible ROI/results. In addition, the creation of a standardized 'scoring' template to ensure consistent severity of automation requests, allowed those that didn't know how to share their ideas, a framework to do so.”